



MODERN SLAVERY STATEMENT for FINANCIAL YEAR 2017

Meltemi Ltd continues to design and supply uniform clothing to organisations providing healthcare, residential care and domiciliary care in the UK. These include NHS Trusts, GP Medical Practices, Private Healthcare companies, Residential Care Home providers, University Schools of Health, Domiciliary Care and Nursing agencies.

We are owned by Alsico Laucuba Ltd which is located in Preston and it, in turn is part of the Alsico group which trades globally and whose headquarters is based in Belgium. Alsico have a number of manufacturing locations and sales offices spread across predominately Europe and Asia.

In 2017 we supplied our customers using product manufactured primarily in group-owned manufacturing locations in Laos, Morocco and Madagascar. Some smaller volume or specialist product groups are manufactured in Bangladesh and Mauritius. Raw materials are still specified by Meltemi and purchased from preferred or contracted manufacturers.

Madagascar is a new group-owned manufacturing unit so in 2017 we have worked using our documented on-boarding processes to ensure that our requirements for ethical trading are understood and translated into best practice.

Our workforce in the UK is made up of permanent employees employed directly by Meltemi in either full or part-time roles with contracted hours. Employees in manufacturing locations used by us are also permanent employees, again employed directly by the manufacturing company. In 2017 two locations used migrant workers and one provided accommodation for those workers.

Our policy relating to ethical trading continues to be closely aligned to the principles of the ETI Base Code and we actively use these principles to drive our practical work in terms of ethical trading. Every garment and raw material supplier to Meltemi has signed up to our policy and agreed to ensure that the Base Code principles are upheld within their own organisation. Meltemi Ltd is a full member of the ETI and has been very active in 2017, playing a full part in the members' discussions and contributing to working groups in the areas of modern slavery and gender inequality.

As in 2016 our aim has been to create and maintain partnerships with our suppliers to ensure transparency and compliance around modern slavery issues. Suppliers are made aware of the requirement of the first principle of the ETI Base Code **Employment is freely chosen** and also our expectation that we will monitor and continually assess compliance in our supply partners.



We provide suppliers with the ETI Base Code in a range of languages so that their workforces have easy access and can see our commitment to this principle.

In the first quarter of 2018, it is our intention to produce an easy-to-read guide to modern slavery – how it occurs, what drives it and how to recognise it. It seems to us that understanding of the term varies and so we will provide the guide to all our suppliers so they can be sure of their own compliance and are better placed to recognise the risks in their supply chains.

We continue to recognise the inherent risks of modern slavery associated with garment production and the geographical and cultural areas in which we work and we have worked hard in 2017 to ensure we have the fullest knowledge of our suppliers and the risks for modern slavery that exist within those organisations.

Our buying, technical and quality staff all had further training in 2017 to ensure that they are aware of the risks of modern slavery, understand the drivers for it and have the understanding required to recognise the potential signs of modern slavery within our supply chain.

The Board of Meltemi Ltd is committed to the work of the company in this area and has continued to ensure that the resource and capacity required for all our work on ethical trading compliance and development is made available.

We have not identified evidence of modern slavery or human trafficking within our immediate supply chain but we recognise that the risks are inherent in the locations and in the industry in which we work. We know that in order to reduce those risks, we must have a robust process in place that continually monitors and assesses the changing landscape that is our supply chain.

Much of our manufacturing takes place in group-owned units and here we can be confident that the risks of modern slavery are fewer but independent manufacturers create a greater challenge and it is these sites in Bangladesh and Mauritius that will be given our priority focus in 2018

Meltemi Ltd was independently audited against the requirements of the NHS Labour Standards Assurance Scheme in 2017 and achieved Level 3 of the scheme with 12 of the 15 principles judged to be at Level 4. We understand that this is one of the best performances for a supplier of uniforms to the NHS.

Sue Brothers

Managing Director

Meltemi Ltd.

